**Remote Paired Volunteer Assignment: Ethiopian or East African volunteer to be paired with remote supporting American volunteer**

**To express interest in this assignment, Ethiopian and East African volunteers please email** [**haile.deressa@crs.org**](mailto:haile.deressa@crs.org)**,** [**assefa.degefu@crs.org**](mailto:assefa.degefu@crs.org) **or** [**lidia.retta@crs.org**](mailto:lidia.retta@crs.org)**. Interested American volunteers for remote support please email** [**chi.olisemeka@crs.org**](mailto:chi.olisemeka@crs.org)**.**

**CRS Farmer to Farmer Program**

**Volunteer Assignment Scope of Work**

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| --- | --- | --- | --- | --- | --- |
| **Summary Information** | | | | | |
| **Assignment Code** | ET296 | | | | |
| Country: | Ethiopia | | | | |
| Country Project: | Livestock | | | | |
| Host Organization: | Yaya Dairy Farm | | | | |
| Partner: | N/A | | | | |
| Date of baseline data collection: | 03/29/2021 | | | | |
| Date of host agreement signing: | 02/23/2021 | | | | |
| Number of previous volunteer assignments: Note, if this is the first/new host, please discuss with Peter & Nyambura | | | 1 | | |
| Volunteer recommendations given (Total): | 4 | Volunteer recommendations applied (Total): | | | 3 |
| Assignment Title: | Improved Dairy Farm Management | | | | |
| Objectives of the assignment: | To provide technical assistance on improved dairy farm management practices focusing on feed and nutrition, housing and management, hygiene and sanitation. | | | | |
| Assignment preferred dates: | November, 2022 | | | | |
| Desired volunteer skill/expertise | * Formal qualifications in dairy or livestock production/management, animal feeds and nutrition or other relevant fields * Expertise in dairy management/production systems * Experience with smallholder dairy production systems * Hands-on experiences in adult training and dairy technology extension | | | | |
| Type of Volunteer Assistance | T | | | | |
| Type of Value Chain Activity | F | | | | |
| PERSUAP Classification[[1]](#footnote-1)[1] | III | | | | |
| Number of people to be trained | Men | | Women | Youths | |
| 7 | | 3 |  | |
| Will the assignment address gender gaps? (Yes/No)  If yes, please include these in the issues description | | | | No | |
| Will the assignment address climate change? (Yes/No)  If yes, please include this in the issues description | | | | No | |
|  |  |  |  |  |  |

1. **BACKGROUND**

The CRS Farmer-to-Farmer program (F2F) is a five-year (2019-2023) USAID funded program implemented with the primary goal of reducing hunger, malnutrition, and poverty across six countries: Benin, Timor-Leste, Ethiopia, Nepal, Rwanda, and Uganda. The program aims to achieve this goal through advancing inclusive and sustainable agriculture led growth aimed at generating sustainable and broad-based economic growth in the agricultural sector. The program’s secondary goal is to increase US public’s understanding of international development issues and programs and share the knowledge back in the US. To achieve these goals, F2F provides volunteer technical assistance to farmers and farmer groups (associations and cooperatives), private agribusinesses and agricultural education institutions to address key technical and institutional issues identified by the hosts in selected agricultural value chains. F2F volunteers are pooled from a broad range of US agricultural expertise including private farmers, university professors, bankers/certified accountants, animal health and nutrition specialists, soil scientists and agronomists who can provide technical assistance to the local host organizations. The program introduces new innovations and skills to develop local organizations’ capacity to participate in more productive, profitable, sustainable, and equitable agricultural systems while providing an opportunity for people-to-people exchange within the agricultural sector.

Ethiopian dairy production was primarily traditional until the early 1950s, when formal dairy production began. Traditional smallholder, privatized state, and urban and peri-urban production systems are the three major production systems in the country. Ethiopians consume fewer dairy products than milk per capita, and the country is not recognized for exporting dairy goods. Therefore, it spends more money on importing milk and milk products. Despite its size, the livestock sector in general and the dairy sub-sector in particular do not contribute much to national income due to challenges in the demand and supply systems.

Challenges in the demand side includes population growth, seasonality of demand, low per capita consumption and high transaction costs. While, supply side challenges can be poor animal health, feed and nutrition problems, low genetic potential for milk and meat yields, limited access and high cost of dairy heifers/cows, poor quality of products, collection problems, institutional weaknesses, inadequate extension and training services, limited infrastructures, and limited access to land and credit, unstructured marketing and promotion systems. These inter-related challenges found to lower investments in the sector in Ethiopia.

Dairy sector investments have also different opportunities like huge resource base and potential for development, favorable conditions and potential for value chain development, highly increasing consumer demand for milk and other products, potential role in import substitution, huge marketing opportunities and employment opportunities.

Yaya Dairy Farm is an indigenous company established in 2017 in Ziway town on 1200 m2 of land with the aim of milk, local cheese, yogurt production and distribution. The host owns a cafeteria through which it delivers its milk products to the community. The host also distributes its products to nearby cafes, restaurants, and hotels. The dairy farm produces about 200 liters of milk per daily and also collects milk from nearby farmers. Currently the farm owns around 70 cows and engaged in milk production, processing, and distribution.

1. **ISSUE DESCRIPTION**

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has been widely applied and been recognized as effective and

powerful tool in detecting land cover and land use change [1].

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health of crop, extent of infestation, potential yield and soil

conditions. It applied to explore agricultural applications such as

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soil moisture estimation, yield estimation, agriculture water

management, agro meteorological etc

Yaya Dairy has been engaging in milk production and processing of different products such as cheese and yogurt. However, it has been encountering challenges of low milk production and quality due to unimproved feed and nutrition management, housing, and hygiene of the dairy cows. As a result, the company cant satisfy demands of its customers including local consumers, cafes, restaurants, and schools. Beyond this, due to inefficient and low milk productivity, the company is facing the problem of high operational costs and low profit. Hence, this has affected its business development.

The company lacks technical skills on improved dairy management practices and techniques. Feed and other management practices are applied haphazardly than based on scientific recommendations. The management practices are not properly differentiated for dairy cattle at different stages (calves, heifers, pregnant and lactating cows). Hence, milk productivity of the cows is low compared to genetic potential of the breeds. To alleviate these challenges, the host requested a technical support from a volunteer with practical skills on improved dairy farm management who can provide a training and advice at the farm-level.

1. **OBJECTIVES OF THE ASSIGNMENT**

The main objective of this assignment is to provide technical assistance on dairy farm management (feed and nutrition, housing and management, milk hygiene and sanitation)

The specific objectives are:

* To evaluate the dairy farm management practices of the host to identify their practical problems
* To provide training and advice to the host staff to improve their knowledge and skills
* To provide recommendations that the host need to apply to improve its farm productivity in the future

This assignment will be done with the owner and key staff (in total 7 men and 3 women) of the company, and hence contributes to their capacity development.

1. **HOST CONTRIBUTION**

The host will be committed to mobilize its key staff to work with the volunteer. The host will also assign a focal person to work closely with the volunteer in market identification, value chain mapping and customer handling. CRS will cover lodging and other related costs of the volunteer against receipts. In coordination with the host and the volunteer, CRS will also arrange and pay for daily transport services to and from the office.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

It is anticipated that the assessment will lead to:

* Improved dairy management techniques.
* Productivity and income increased as a result of knowledge transfer from the volunteer and skill improvement of the dairy farmers.
* Basic dairy management training guideline developed and provided to the host for future use.

1. **DELIVERABLES**

The major deliverables of this assignment include, but not limited to:

* Volunteer end of assignment report with recommendations to the host organization action plan and recommendations to CRS.
* Final debriefing (PowerPoint presentation) with the host organization (plus key stakeholders) and CRS/USAID
* Develop manual/guidelines produced on dairy farm management
* Training lists with people trained and photos captured
* Conduct a final debriefing (PowerPoint presentation) with the host organization (plus key stakeholders) and CRS/USAID
* Conduct in-country outreach events in Ethiopia using social media (for local volunteers)
* Conduct outreach activities about the assignment in USA (US volunteer) using appropriate medias (print, radio, TV, group presentation, social etc.)

1. **SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA**

| **Day** | **Activity** |
| --- | --- |
| Day 1 | * Receive security and general orientation * Travel to the host place in Ziway with CRS staff and meet the host staff |
| Day 2 | * Discuss and clarify SOW, anticipated outcomes, and work plan * General orientation with the host, first-hand briefing on the main objectives and modality of the assignment and adjustment of the agenda for the coming days (work planning session) |
| Day 3 | * Conduct further assessment on the assignment |
| Day 4-14 | * Carry out the assignment and provide orientation to the host staff |
| Day 15 | * Briefing/exit meeting with the host in the presence of CRS staff |
| Day 16 | * Facilitate in-country/virtual debriefing with CRS staff and/or USAID Mission * Finalize reimbursement of expenditure and liquidation (if any) with finance as required * Submit volunteer reports, training attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team * Departure of volunteer |

1. **DESIRABLE VOLUNTEERS SKILLS**

The volunteer needs to have the following skills, qualifications, and competencies:

* Formal qualifications in dairy or livestock production/management, animal feeds and nutrition or other relevant fields
* Extensive experience in dairy farm management
* Experience and skills in adult training methodologies
* Strong communication and interpersonal skills
* Willingness and flexibility to train and technically assist the staff whenever required
* Respect for the cultural and religious norms of the rural people

1. **ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**

* The volunteer will stay in a hotel near the assignment location, booked and confirmed before the assignment start date. The hotel will include services such as breakfast and wireless internet etc.
* CRS will provide a vehicle and accompany the volunteer to the assignment location.
* CRS Ethiopia will arrange hotel accommodation and cover lodging bills against receipts.
* CRS HQ will provide the volunteer with a per-diem advance to cover meals and incidentals.
* CRS Ethiopia will reimburse the volunteer for laundry costs against receipts.

1. **RECOMMENDED ASSIGNMENT PREPARATIONS**

* Although CRS F2F has developed the assignment SOW, the volunteer can fine-tune it based on her/his professional experience.
* Prior to the assignment, the volunteer is advised to prepare necessary training and demonstration aids and written handouts. Soft copies of the handouts and any other paper materials can be printed for immediate use at the CRS office in Addis Ababa on request by the volunteer.
* If the volunteer requires simple training aids like flip charts, markers, or tape s/he should request these and collect them from the CRS office in Addis Ababa prior to the assignment.
* Handouts can be translated into the local language at the assignment location, if required.
* Depending on the meeting places and the availability of electric power and an LCD projector, the volunteer may use a laptop and projector for PowerPoint presentations.

1. **REMOTE/LOCAL VOLUNTEER ROLES AND RESPONSIBILITIES**

Both volunteers participate in a call to discuss the assignment’s objectives and their approach to collaboration at the start of the assignment. Collaboration platforms vary depending on the type of assignment and degree of connectivity. The most frequently used platforms are MS Teams and WhatsApp. The volunteers are highly encouraged to visit [CRS’s F2F Digital Resource Library](https://f2flibrary.crs.org/Presto/home/home.aspx?_ga=2.141716784.32617302.1616765386-2022794543.1567520784) and search for resources that they can use or customize for training. Upon completion of the assignment, volunteers are requested to send any resources they would like to contribute to the library (whether created or found) to [farmertofarmer@crs.org](mailto:farmertofarmer@crs.org).

The local volunteer is responsible for assignment design, preparation, training, developing assignment reports, conducting action planning with hosts and outreach in country, and achieving the assignment objectives. The local volunteer works directly with the host with assistance/input from the US volunteer. Assignments usually last up to 2 weeks, sometimes extending beyond two weeks due to pending follow up visits, emails etc. Local volunteers are asked to track assignment hours per day, to stay under 112 hours (14 days x 8 hrs).

Remote support from a paired US volunteer helps provide supplementary training resources, fill in the gaps for technical areas, and share creative ideas and solutions. Two specific responsibilities are to: (i) complete the outreach component of the assignment and (ii) support the in-country volunteer as needed. US volunteers typically dedicate 4-8 hours per week, depending on the nature of the assignment and degree of collaboration.

1. **KEY CONTACTS**

**1. CRS Baltimore**

**Chi Olisemeka**, Operations Specialist

Farmer-to-Farmer Program

228 W. Lexington Street

Baltimore, MD 21201

Email: [chi.olisemeka@crs.org](mailto:chi.olisemeka@crs.org)

**2. CRS/Ethiopia**

**Haile Deressa,** Program Manager

CRS Ethiopia Office, P.O. Box 6592

Addis Ababa, Ethiopia

Phone +251-11-278-8800, Mobile: +251-941907886

Email: [haile.deressa@crs.org](mailto:haile.deressa@crs.org)

**Assefa Degefu,** Sr**.** Project officer

CRS Ethiopia Office, P. O. Box 6592

Addis Ababa, Ethiopia

Phone +251-11-278-8800, Mobile: +251-911-318605

Email: [assefa.degefu@crs.org](mailto:assefa.degefu@crs.org)

**3. Host Organization**

**Yared Abebe,** Owner and Manager

Tel: 251-916820879

Email: [yayalyogurt@gmail.com](mailto:yayalyogurt@gmail.com)

Ziway, Ethiopia

1. [1] USAID precisely classifies PERSUAP in four categories; **PERSUAP Type I** assignments directly related to pesticides recommendations, **Type II** as assignments with indirectly related with pesticides, **Type III** assignments related to curriculum review and designing, business plan development and strategies development and **Type IV** as assignments associated with other USAID projects and collaborators.  [↑](#footnote-ref-1)